



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 3d CAVALRY REGIMENT
BUILDING 9001, BATTALION AVE.
FORT HOOD, TEXAS 76544-5060



AFZC-R-RCO

16 November 2011

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Sexual Harassment.


1. REFERENCE. AR 600-20, Army Command Policy, Chapter 7
2. PURPOSE. To define sexual harassment and establish Regimental policy on maintaining an environment free of sexual harassment.
3. APPLICABILITY. This policy applies to all units assigned or attached to the 3d Cavalry Regiment.
4. POLICY.
 - a. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical contact of a sexual nature. All leaders must be able to recognize sexual harassment IAW indicators listed in AR 600-20, chapter 7.
 - b. Any leader or Soldier who uses or condones implicit or explicit sexual behavior to control influence, or affect the career, pay or job performance of another Soldier is engaging in sexual harassment discriminatory behaviors.
 - c. Sexual harassment violates acceptable standards of honesty, integrity, and impartiality that I require of every Trooper, and civilian working in Regimental areas, that the Army requires of all Army soldiers and civilians. Leaders will not permit sexual harassment in the environment in which our soldiers live and work.
 - d. Leaders at every level must take swift, fair, and effective action to deal with sexual harassment that may have occurred.
 - e. Any soldier or family member who feels they have been sexually harassed should bring the incident to their Regimental chain-of-command first, then the Regimental Equal Opportunity Advisor (EOA), the Inspector General, or the Staff Judge Advocate for redress of complaints.

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f. No complainant will be intimidated, harassed, or retaliated against for exercising his or her right to address a concern. I hold leaders at every level responsible to prevent this intimidation, harassment or retaliation against complaints.

5. BRAVE RIFLES!



JOHN B. RICHARDSON IV
COL, AR
74th Colonel of the Regiment